

COUNTY OF SAN BERNARDINO
REQUEST FOR PROPOSALS (RFP) FOR EMPLOYEE BENEFITS HEALTH AND
WELFARE CONSULTING AND ACTUARIAL SERVICES

COUNTY BENEFITS PLANS AND PROGRAMS

PROGRAM	DESCRIPTION
<u>HEALTH and WELFARE:</u>	
Health Insurance (Active Employees)	
Blue Cross Prudent Buyer	Preferred Provider Organization
Kaiser Permanente	Health Maintenance Organization
Health Net	Health Maintenance Organization
Health Insurance (Retirees)	
Health Net	Health Maintenance Organization (early retirees)
Blue Cross Prudent Buyer	Preferred Provider Organization (early retirees)
Blue Cross Blue Card	Preferred Provider Organization (early retirees, out-of-state)
Seniority Plus	Medicare Integrated Plan
Kaiser Senior Advantage	Medicare Integrated Plan
Opt-Out	County program that allows employees with comparable group insurance to opt-out of a County-sponsored health and/or dental plan.
Dental Insurance (Active Employees Only)	
DeltaPreferred Option	Self-funded, third party administered, preferred provider organization
Delta Care	Dental Maintenance Organization
Dental Insurance (Retirees Only)	
DeltaPreferred Option	Insured, preferred provider organization
Dependent Care Assistance Plan	County managed Section 125 Plan
Disability Insurance	
STD	Two different self-funded, third party administered plans - one for general employees; a second for exempt employees
Long Term	Fully insured plan (Cigna) for exempt employees
Vision Insurance	Health Net fully insured plans for the Exempt Group, Safety Group and regular employees
Life Insurance	
Grandfathered Policy	Provided by the Hartford Company
County Paid Term	
Voluntary Group	
Variable Universal	
AD&D	
County Paid AD&D	

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PROGRAM	DESCRIPTION
<u>HEALTH and WELFARE (Continued):</u>	
Long Term Care	Provided by CalPERS
Employee Health and Productivity (EHaP) Program	The EHaP Program, established in 1998, is an integrated disability management program that encompasses nurse care coordinators, safety, health promotion, and modified duty programs for improving employees health and productivity in all phases of their lives.
Psychological	
EAP	Provided by Cigna to all employees
Psychological Services	Provided by Cigna to exempt employees
Section 125 Premium Conversion Plan	County-administered Section 125 Premium Conversion Plan
Medical FSA	Section 125 Medical Flexible Spending Account for all employees in regular positions
<u>OTHER BENEFITS:</u>	
Leaves	
Perfect Attendance	County program to award employees who use no sick leave for an entire year
Vacation Conversion Option	County program that allows eligible employees who have used less than 40 hours of sick leave to convert to vacation leave
Vacation Cash-Out Option	County program that allows eligible employees to cash out future vacation leave earnings
Family Medical Leave Pregnancy Disability Leave California Family Rights Act Leave Workers' Compensation Leave Medical Emergency Leave Military Leave Voluntary Time Off Leave without Right to Return Absence without Pay Sick without Pay	Process requests for various types of leaves in accordance with current rules and regulations. Track and monitor employee eligibility and usage.

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PROGRAM	DESCRIPTION
Miscellaneous:	
New Employee Orientation	Bi-weekly orientations for all new County employees
Personnel Records (scanning, storage, access)	Maintain all employee personnel records
Service Pins	Awarded to all employees at five year increments
County Identification Cards	Issue Identification Cards to new employees
Combined Giving Campaign	County program for charitable contributions by payroll deduction
Unemployment Insurance	County is reimbursable and represented by a third party administrator.